

**MSc. Mauricio Rodolfo Pérez Pérez**

ETA Hugo Rafael Chávez Frías

Email: mauricioperezdoctorado@gmail.com

ORCID code: <https://orcid.org/0009-009-3270-5113>

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**Analysis of the Organizational Climate in the Health Sector from the Perspective of  
Advanced Management**

**ABSTRACT**

The documentary study titled "Organizational Climate in the Health Sector from the Perspective of Advanced Management" has the general objective of analyzing the Organizational Climate in the Health Sector from the Perspective of Advanced Management. The methodology used was bibliographic documentary, based on the collection, analysis and synthesis of information from secondary sources such as books, scientific articles and other relevant documents. The review of the literature allowed us to identify that the organizational climate refers to the shared perception of employees about the policies, practices and procedures of the organization. Key components include communication, leadership, team cohesion, and job satisfaction. The studies reviewed indicate that a positive organizational climate is associated with better patient care outcomes, greater job satisfaction, and reduced staff turnover. The results show that advanced management, through strategies such as transformational leadership, the use of advanced technologies and the continuous development of human capital, has a significant impact on the creation of a favorable organizational climate. However, challenges were identified such as resistance to change and lack of resources. In conclusion, the study highlights the importance of organizational climate in the health sector and how advanced management can improve this crucial aspect, benefiting both employees and patients.

**Descriptors:** Climate, Organizational, Health Sector, Perspective, Management, Advanced

**Biographical Review:** Ministry of Popular Power for University Education, Science and Technology. Active teacher at the Robinsoniana and Zamorana Technical School Hugo Rafael Chávez Frías